



# RESOLUTION

CITY OF MINNEAPOLIS - A RESOLUTION OF THE MAYOR AND CITY COUNCIL

By: Reich, Gordon, Fletcher, Cunningham, Ellison, Osman,  
Goodman, Jenkins, Cano, Bender, Schroeder, Johnson, Palmisano

## Honoring Velma Korbel for her Service and Dedication to the City of Minneapolis

- Whereas: VELMA KORBEL began her employment with the City of Minneapolis as Director of the Civil Rights Department on June 1, 2010, and will leave her service after more than a decade of dedicated leadership guided by the principles of protecting those rights guaranteed under the Civil Rights Ordinance and other laws enforced by the Civil Rights Department, facilitating cultural changes which prohibit discrimination, and engaging the community as well as policymakers, leaders, and employees throughout the City enterprise for the advancement of social justice; and
- Whereas: During her tenure, Ms. KORBEL eliminated the backlog of approximately 300 cases and created more efficient processes and rigorous performance standards to increase transparency and public confidence in the department’s complaint handling outcomes; and
- Whereas: Ms. KORBEL led a disparity study which formed the foundation for the City’s ongoing supplier diversity program which helps ensure the inclusion of Black, Indigenous & People of Color (BIPOC) owned and operated businesses in the work of the City government; and
- Whereas: Through her leadership, Ms. KORBEL has caused more than \$150 million to be earned by BIPOC and women-owned and operated businesses through oversight of the City’s Small and Underutilized Business Program; and
- Whereas: Ms. KORBEL led the creation of the Office of Police Conduct Review as a division within the Civil Rights Department to replace an under-performing and under-resourced Civilian Review Authority, establishing a neutral, professional agency to investigate allegations of police misconduct and to promote adherence to the highest performance standards for police officers; and
- Whereas: Ms. KORBEL created the Division of Equity in Employment within the Civil Rights Department to function as a liaison on the City enterprise work on race and equity and to administer the Urban Scholars program; and
- Whereas: Ms. KORBEL led the creation, development, and administration of the City’s Urban Scholars Program, a leading career and professional development program focused on advancing opportunities for majority BIPOC university, college, and graduate-program students, which during her tenure has served more than 500 Scholars and provided \$1.3 million in wages to program participants and provided a pathway for many to public service careers; and
- Whereas: Ms. KORBEL created the Minneapolis History Makers, a profile series featuring emerging and mid-career leaders from the Twin Cities African-American community who share the Department’s ideals of advancing civil rights and removing barriers to equity; and
- Whereas: Ms. Korbel was instrumental in forming the Minneapolis Black Employee Network and served as its Executive Sponsor, an employee resource group that offers Black City employees peer support, mentoring, professional development and career counseling, and well-being supportive services; and
- Whereas: Ms. KORBEL created the Department’s Division of Labor Standards to enforce the City’s workplace regulations, which includes ordinances addressing Sick and Safe Time, Minimum Wage, Wage Theft, and Freelance Workers, and, under her leadership, helped to recover approximately \$1 million in lost wages for Minneapolis workers through the Contract Compliance and Labor Standards divisions; and
- Whereas: During her tenure with the City of Minneapolis, Ms. KORBEL served on various work groups and task forces within the City enterprise, including the Vision Zero Steering Committee and the Race Equity Steering Committee to guarantee that a civil rights perspective was considered in decision-making that affected all Minneapolitans; and
- Whereas: Ms. KORBEL—through her advocacy and championship of important principles and her strong and steady leadership—has positioned the Civil Rights Department as a strategic partner with other City departments and divisions across the enterprise and with community stakeholders and allies;

—NOW, THEREFORE, BE IT RESOLVED—

That the Mayor and City Council, in recognition of her significant contributions to the City of Minneapolis and her stewardship of the Civil Rights Department, do hereby present this resolution to VELMA KORBEL together with their most sincere thanks and appreciation as well as their best wishes in her future endeavors.

Passed this the 13th Day of November, 2020

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LISA BENDER, President of the Council

APPROVED:

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JACOB FREY, Mayor

ATTEST:

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CASEY JOE CARL, City Clerk